



DEPARTMENT OF THE ARMY
ASSISTANT SECRETARY OF THE ARMY
(MANPOWER AND RESERVE AFFAIRS)
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

SAMR-PO

20 NOV 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: National Security Personnel System (NSPS) Element 2 Pay Pool Guidance for January 2009 Payout

1. References:

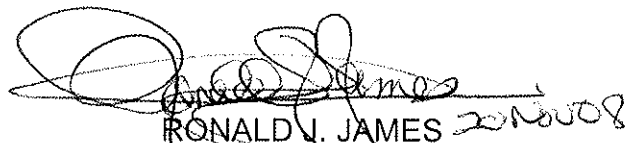
a. Interim Department of Army NSPS Instruction, Appendix 1, August 31, 2007.

b. Memorandum, Assistant Secretary of the Army (Financial Management and Comptroller), September 10, 2008, subject: National Security Personnel System (NSPS) Pay Pool Funding Guidance for Fiscal Year 2009.

2. Based on revisions to statutory authorities, employees with ratings of level 2 or higher will receive no less than 60 percent of the Government wide pay increase. The remaining amount (up to 40 percent) will be allocated to pay pool funds and paid out as performance-based salary increases.

3. The Army's Interim NSPS Instruction prescribes that performance shares awarded to career interns and developmental employees be paid out as bonuses rather than as increases to base salary. This limitation is waived for the 2009 payout for Element 2 funds only. Career interns and developmental employees described at reference a, who are eligible for a performance payout in 2009, are eligible to receive a salary increase up to the percentage of Element 2 funding.

4. The Assistant Secretary of the Army (FM&C) memorandum identified at reference b provides additional guidance on pay pool funding.


RONALD J. JAMES 20 NOV 08
Assistant Secretary of the Army
(Manpower and Reserve Affairs)

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for January 2009 Payout

DISTRIBUTION:

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CF:

DEPUTY CHIEF OF STAFF FOR INTELLIGENCE, ATTN: DAMI-CP
ASSISTANT G-1 FOR CIVILIAN PERSONNEL
DIRECTOR, CIVILIAN HUMAN RESOURCES AGENCY
OFFICE, ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND
RESERVE AFFAIRS), ATTN: SAMR-PO (MS. WARD)
OFFICE OF THE GENERAL COUNSEL, ATTN: SAGC (MS. JOHNSON)
OFFICE OF THE JUDGE ADVOCATE GENERAL, ATTN: DAJA-LE
(MS. NUGENT)